



WARFARE CENTERS
PANAMA CITY

YEAR IN REVIEW

FISCAL YEAR 2025



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On the cover:

USS Pierre (LCS 38), the final Independence-variant littoral combat ship, arrives in Panama City, Florida, for commissioning. NSWC PCD serves as the backbone for the ship's Mine Countermeasures Mission Package.

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CAPT Paul Stence Jr., USN
Commanding Officer



Dr. Peter Adair, SES
Technical Director

FORWARD

from the
Commanding Officer
& Technical Director

As we close out Fiscal Year 2025 (FY25), it is with great pride that we reflect on another year of exceptional contributions from Naval Surface Warfare Center (NSWC) Panama City Division. Our team's relentless dedication to the warfighter has been the cornerstone of our success, and FY25 has been a year of significant milestones and forward-looking initiatives. The accomplishments of our workforce are vast and varied, and while it is impossible to list them all, we would like to highlight a few key successes that exemplify the innovative spirit and commitment of our organization.

A significant event of this year was the change of command in January 2025, where we welcomed Capt. Paul Stence, Jr. as the new Commanding Officer. This transition has only strengthened our resolve to continue our mission with vigor and excellence.

This year marked a pivotal moment for the future of naval warfare with the groundbreaking of our new 25,000+ square-foot Subsea & Seabed Warfare facility in July. This state-of-the-art facility will serve as a hub for research, development, and testing of autonomous unmanned systems, accelerating the development of next-generation undersea technologies.

In our unwavering commitment to advancing mine warfare capabilities, FY25 saw significant progress in the Quickstrike Extended Range (QS-ER) Program. The successful testing and the collaborative working group held in July brought together experts to develop standards and procedures for this advanced aerial mining capability, ensuring our sailors are well-prepared to employ these new systems effectively.

Furthermore, our dedication to fostering the next generation of engineers and scientists was demonstrated through our collaboration with the University of West Florida on the RoboBoat project. This initiative, along with our continued tradition of recognizing our top performers at the annual awards ceremony in March, underscores our commitment to our people and the future of naval innovation.

NSWC Panama City Division's FY25 top highlights illustrate the command's alignment with the Naval Sea Systems Command (NAVSEA) Enterprise Strategy. NAVSEA's strategic vision is executed through five Lines of Effort (LOEs), each focused on a critical aspect of naval readiness and capability. The following sections will showcase successes contributing to:

- LOE 1:** Accelerating Force Generation by delivering ships and combat systems
- LOE 2:** Generating Readiness through platform maintenance, modernization, and sustainment
- LOE 3:** Generating, Capturing, and Using Data to drive innovation
- LOE 4:** Strengthening the Navy Team by investing in its workforce
- LOE 5:** Strengthening the Foundation through critical infrastructure enhancements

These efforts collectively contribute to achieving NAVSEA's North Star goals, including improving combat surge readiness, data integration, workforce satisfaction, and public maintenance efficiencies.

As we look back on the achievements of FY25, we are filled with optimism for the future. The dedication and expertise of the NSWC Panama City Division team continue to be our greatest asset. We are confident that we will continue to meet the evolving needs of the warfighter, pushing the boundaries of technology and innovation to ensure the dominance of our naval forces. We invite you to explore the following pages to learn more about the incredible work being done at NSWC Panama City Division.



STRATEGY

By aligning daily operations with its strategic plan, the command directly supports all NAVSEA LOEs, with the most significant impact on LOE 2: GENERATE READINESS; Maintain, Modernize, and Sustain Platforms. This focus ensures the Navy lab maintains warfighting superiority by efficiently allocating resources and aligning with overall goals.

In FY25, the strategic plan's integration into daily operations guided resource allocation and priorities. This enabled an agile response

to changing workforce and workload demands, highlighting the relevance of NSWC PCD's mission.

In FY25, the senior leadership team proactively used the strategic plan to address critical Navy capability gaps. By leveraging its unique technical abilities, NSWC Panama City Division positioned itself to support the Navy's dominance in the littorals, looking toward emergent technologies and ensuring continued warfighting superiority for the foreseeable future.

EXECUTIVE LEADERSHIP

CAPT Paul Stence Jr., USN
Commanding Officer

Dr. Peter Adair, SES
Division Technical Director

Emily Waymire
Director, Mine Warfare

LCDR Christopher Duncan, USN
Executive Officer

Steve Grant, SSTM
Deputy Technical Director (Technical)

NDCS Curtis Fees, USN
Senior Enlisted Leader

Kimberly Ten Broeck
Deputy Technical Director (Business)

DEPARTMENT HEADS

Dr. Todd Holland, SSTM
Subsea and Seabed Warfare
and Maritime Operations
S Department

Dominic Gabreleski, SSTM
Expeditionary Warfare and
Littoral Operations - E Department

Kevin Oakes, SSTM
Mine Warfare and Unmanned
Operations - A Department

Stacy Gibson
Comptroller - Code 01

Jenetta Langston
Chief Contracting Officer
Code 02 (Acting)

Dr. Jaimie Brock
Corporate Operations - Code 10

DOMINATE LITTORALS

NAVAL SURFACE WARFARE CENTER PANAMA CITY DIVISION

VISION

*Delivering relevant solutions in the littorals from seabed to space:
For Today, Tomorrow, and the Navy after Next*



MISSION

The mission of NSWC, Panama City Division is to conduct research, development, test and evaluation, and in-service support of mine warfare systems, mines, naval special warfare systems, diving and life support systems, amphibious and expeditionary maneuver warfare systems, and other missions that occur primarily in coastal (littoral) regions, and execute other responsibilities as assigned by Commander, Naval Surface Warfare Center.

CORE VALUES

HONOR

COURAGE

COMMITMENT



GUIDING PRINCIPLES: *WE ARE COMMITTED TO...*

**Serving the
Nation,
Warfighter
and the
Mission**

**Operating
as a
Unified
Team**

**Caring for
Our People**

**Learning
and
Growing**

**Working
Smarter,
Not Harder**

WORKFORCE IN NUMBERS

DEGREES | 751 Bachelors | 433 Masters | 79 Doctorates

EMPLOYEES: 1630 + | 60 New Hires | 158 Retirees

MILITARY: 47 | 27 Active Duty | 19 Personnel Force Innovation (PFI) |
1 Personnel Exchange Program (PEP)

CONTRACTORS: 940 +



CHENG

CHIEF ENGINEER OFFICE

LOE: 1 2 3 4 5

The CHENG's office executed the Competency Proficiency Program (CPP) to assess and quantify workforce proficiency in project management, systems engineering, software engineering, and logistics. In FY25, a digital tracker and dashboard were developed, replacing PDFs to record progress and support NSWC Panama City Division's digital transformation efforts.

The CHENG's office updated the system test engineer (STE) qualification process, providing candidates with more flexibility based on their experience. This process will be integrated into the Systems Engineering CPP, ensuring that systems engineers who achieve a certain proficiency level will also qualify as STEs.

The CHENG's office led the creation of the command's technical training plan. In collaboration with competency leads, the CHENG's office submitted a prioritized list of virtual or on-site courses. This training equips the workforce with the necessary skills to support the fleet and stakeholders across all mission areas and technical capabilities.



QUALITY

LOE: 1 2 3 4 5

- » Completed successful audits of the NSWC Panama City Division Tier IV Critical Projects, with results showing overwhelming conformance of the projects to the command's Quality Management System (QMS) and thus International Organization for Standardization 9001.

LOE: 1 2 3 4 5

- » Developed a new problem-resolution procedure scheduled for a rollout to department leadership, lead systems engineers, and quality leads within NSWC Panama City Division.
- » Led a team learning session for MCM C5 Division in their memorandum of agreement process. Led 8 Disciplines of the Problem-Solving Process problem-solving techniques, utilizing root-cause analysis tools to increase process effectiveness.
- » Pending higher-organization review and approval, completed the re-writes and revisions of the command's QMS documentation, including the addition of two new documents (i.e. the Alteration Installation Team Manager Quality Assurance Program and Problem Resolution).
- » Assisted other organizations with their writing or reviewing of quality related documentation.

LOE: 1 2 3 4 5

- » Provided monthly updates on the status of shipboard installations by reporting Alteration Installation Teams metrics.



Heidi Serrano Vargas

Quality Director



Rick Campbell

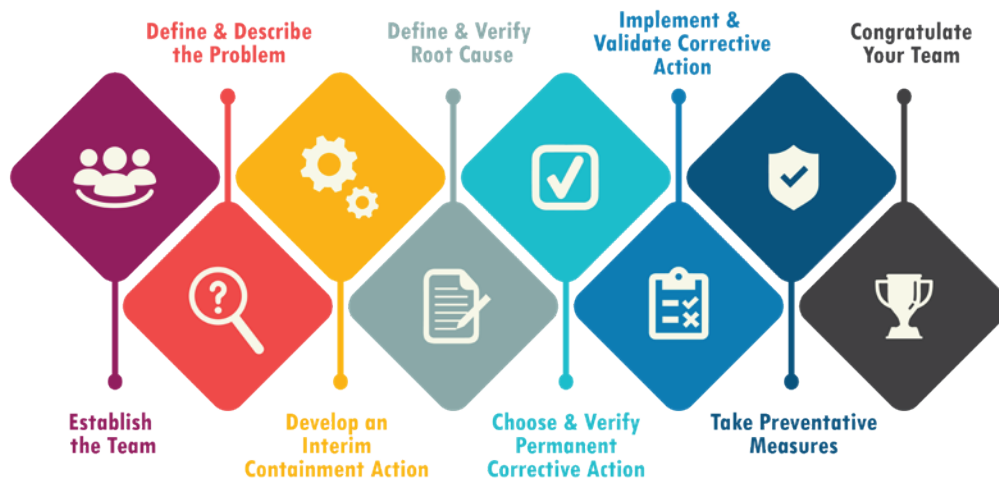
Operations
Research Analyst



LaCarla Evans

Engineer

8 DISCIPLINES PROBLEM SOLVING



STEM

SCIENCE, TECHNOLOGY,
ENGINEERING AND MATHEMATICS



Some of the
NSWC PCD STEM
team at SeaPerch
International

NSWC Panama City Division brings Aerial Drone Competition (ADC) to North Florida

The STEM Team supported For Inspiration and Recognition of Science and Technology robotics and hosted SeaPerch remotely operated vehicle competitions at Florida State University and the University of West Florida. In partnership with educational institutions, they launched an ADC scrimmage with 15 teams and plan to host an official qualifier competition in the 2026 season.



NSWC PCD SeaPerch
event in Pensacola

NSWC Panama City Division Capstone Design Program continues to grow

Over three years, NSWC Panama City Division's capstone design program has grown from one pilot project to four projects across four universities. Initially STEM-focused, it's now expanding command-wide. The program has proven to be an impactful recruiting tool, leading to at least two recent hires, and provides valuable project work.



The Science & Engineering Apprenticeship Program (SEAP) Launching Pad

NSWC Panama City Division's SEAP high school internship is an eight-week program that serves as a launchpad to higher education and scholarships. Each year, the command selects several amazing students who get the opportunity to gain hands-on experience working for a Naval Sea Systems Command laboratory. Our SEAP alumni have attended prestigious universities, and some, like a recent Department of War Science, Mathematics, and Research for Transformation scholar, have returned, highlighting the program's role as a career springboard.

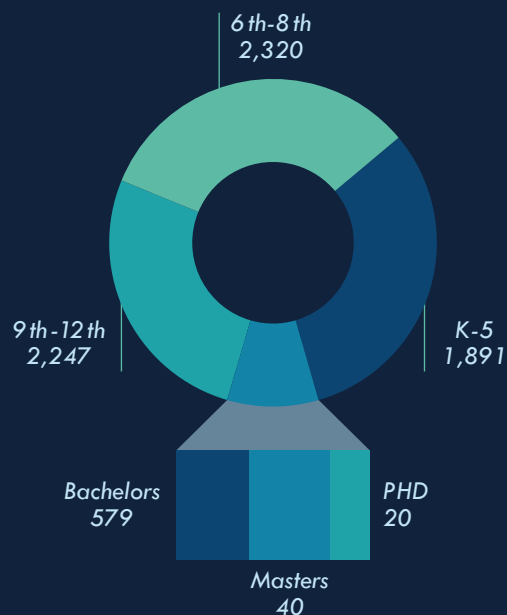
2025 NSWC PCD SEAP Interns gather to share their final projects.



Senior Design Day event at the FAMU-FSU College of Engineering in Tallahassee, Fla.



STUDENTS WHO BENEFITED FROM STEM OUTREACH



LOE: 1 2 3 4 5

CODE 01

COMPTROLLER

Financial Automation at NSWC Panama City Division Enhances Warfighter Support

In Fiscal Year 2025 (FY25), the Data Analytics and Accounting Information Systems Branch modernized platforms by implementing Robotic Process Automations (RPAs), which streamlined payroll and reduced error identification time by 70%. This modernization increased the availability and use of data, enabling faster metric generation and empowering leadership with real-time information for strategic decisions. By enhancing audit responses and data accuracy, the division strengthened the Navy's financial foundation. These efforts ensure resources are effectively allocated to maintenance, modernization, and sustainment, directly supporting warfighter readiness and mission success.

LOE:

1

2

3

4

5

Ensuring Exceptional Stewardship with Honesty, Integrity, And Expertise

In FY25, the Accounting Division focused on generating, capturing, and using data to enhance financial stewardship and decision-making. By analyzing large financial datasets through initiatives like the Dormant Account Review, the division reclaimed over \$32 million in funds. Corporate and Managerial Accounting teams ensured the accuracy of financial reporting data and reconciled substantial volumes of transactions, improving data quality. This data-driven approach not only addressed audit requirements but also established a foundation for future automation and the creation of key performance indicators, ensuring financial integrity and optimizing resource management.

LOE:

1

2

3

4

5

Stewarding Resources Through Expert Oversight and Strategic Financial Guidance

NSWC Panama City Division's Funds Management Office processed over \$665 million in funding using its FALCN automated system, enabling on-time delivery of combat systems. This effort returned \$5.3 million to sponsors and streamlined financial reconciliation.

Additionally, the Corporate Budget Office exceeded its capital investment execution goal at 93% and achieved the smallest carryover variance of all NAVSEA Warfare Centers, turning a projected loss into \$0.54 million profit. Their rate-setting process was even selected as a best practice for others to emulate, resulting in a testing pass for NAVSEA.

LOE:

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5

Increased Workforce Productivity and Enhanced Digital Capability

The Employee Services Division is strengthening the foundation and enhancing critical infrastructure by advancing digital capabilities and workforce productivity. By implementing new travel authorization systems like NAVSEA Travel Approval Tool and Mission Essential Travel Authorization Application, the division ensured mission resiliency, processing over \$8.4 million in Direct and Overhead Funding without any disruptions.

By pioneering RPA for civilian pay, they streamlined time and attendance tracking, which improved audit readiness and reduced labor costs. The creation of several automation tools for vouchers and labor cost transfers enhanced the efficiency of financial operations, processing over \$4.1 million in transfers and accelerating reimbursements for the workforce.

LOE:

1

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3

4

5



NSWC PCD employees (from left) Cory Bruckschen, Rachel Thompson, Jenica Lolley, and Tristan Dickinson, designed and implement the first Civilian Payroll Missing Time & Attendance and Unapproved Time Report process Robotic Process Automation (RPA) Robot (BOT). The team was also awarded Navy Civilian Service Commendation Medals (U.S. Navy photo by Ronnie Newsome)

Some of our Comptroller personnel at the 80th Anniversary picnic celebration.



ECONOMIC IMPACT

Contracts
Marine Corps
Airforce
DOD Other
Army
Gov't Other
Private Party

650+
INCOMING

FUNDS
IN MILLIONS

550+
OUTGOING

Contracts
Material
Civillian Payroll
& Labor
Military Payroll
Property
Maintenance/Repair
Operational
Expenditures

CODE 02

CONTRACTS

Over \$237M In Obligations to Maintain, Modernize and Sustain Platforms

In Fiscal Year 2025 (FY25), the Data Analytics and Accounting Information Systems Branch modernized platforms by implementing Robotic Process Automations (RPAs), which streamlined payroll and reduced error identification time by 70%. This modernization increased the availability and use of data, enabling faster metric generation and empowering leadership with real-time information for strategic decisions. By enhancing audit responses and data accuracy, the division strengthened the Navy's financial foundation. These efforts ensure resources are effectively allocated to maintenance, modernization, and sustainment, directly supporting warfighter readiness and mission success.

LOE: 1 2 3 4 5

CONTRACT DIVISION	# ACTIONS	\$ OBLIGATED
022	339	\$ 73,156,219.14
023	482	\$ 136,245,984.86
024	401	\$ 21,058,985.48
025	48	\$ 7,434,529.94
Grand Total	1270	\$ 237,895,719.42

Over \$14M In Contract Obligations for Digital and Physical Infrastructure

To "Strengthen the Foundation," the NSWC PCD Contracts Department focused on enhancing mission resiliency by investing in its digital and physical infrastructure. In FY25, the division obligated over \$14 million across 242 contract actions for this purpose.

Key initiatives included a \$23 million task order for network and cybersecurity support and a \$6 million contract for integrated electronic security system sustainment. Further contracts were awarded for redesigning secure facilities to meet higher Information Technology security standards, along with various building renovations, test tank repairs, and the installation of new fiber optic lines. These actions build, deploy, and sustain critical physical and digital infrastructure.

LOE: 1 2 3 4 5





Dr. Luis R. Gely, NSWPCD supervisory contracting officer, is presented the Department of the Navy Civilian Service Achievement Medal by Capt. Paul Stence, Jr., NSWPCD commanding officer, March 14.



Ms. Anna Belle Tiller, NSWPCD contracting officer, is presented the Department of the Navy Civilian Service Achievement Medal by Capt. Paul Stence, Jr., NSWPCD commanding officer, March 14.



Tommy Chatman, NSWPCD Engineering Liaison Office manager, is presented the Department of the Navy Civilian Service Achievement Medal by Capt. Paul Stence, Jr., NSWPCD commanding officer, April 18.



Nicole Stevens, NSWPCD Simplified Acquisitions Procedures branch head, is presented the Department of the Navy Civilian Service Achievement Medal by Capt. Paul Stence, Jr., NSWPCD commanding officer, September 26.

CODE 10

CORPORATE OPERATIONS DEPARTMENT

Strength Under Pressure: Conquering A Workforce Transformation

LOE: 1 2 3 4 5

NSWC Panama City Division successfully managed a significant challenge when 9.5% of its workforce departed under the Deferred Resignation Program. The Corporate Operations Department demonstrated remarkable resilience, transforming the situation into an opportunity for innovation. A key achievement was the creation of a new automated checkout tool, co-developed by Human Resources and Information

Technology (IT) divisions, which streamlined the process. Through close collaboration between the Infrastructure, Public Affairs, Security, and Property Management divisions, the team effectively managed office changes, communication, and the meticulous tracking of government equipment, ensuring mission continuity and maintaining a positive work environment.

CHECKOUT INFO																
Panama City CheckOut																
REQUEST ID	NAME	DEPARTURE DATE	STATUS	LEGAL OFFICE	RECORDS MANAGEMENT	COMPTROLLER - DELEGATION OF AUTHORITY (DOA)	TRAVEL - DTS & GOVT TRAVEL CARD	TRAVEL - D0577 TRL APPROVALS/MGMT OFFICIALS	PAYROLL OFFICE	PURCHASE CARD PROGRAM MANAGEMENT	POLICY & SELF ASSESS - D0577 FOR WAIVER ACCEPTORS	EEG OFFICE	STAFFING & CLASSIFICATION OFFICE	WORKFORCE DEVELOPMENT	SAFETY OFFICE	ACQUISITION & TECHNOLOGY DIVISION
5636		03 / 30 / 2026	In Progress	✓	✓	✓	---	✓	✓	✓	✓	✓	✓	✓	✓	---
5630		04 / 04 / 2026	In Progress	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	---
5615		04 / 04 / 2026	In Progress	✓	✓	✓	---	---	✓	✓	✓	✓	✓	✓	✓	---
5608		04 / 04 / 2026	In Progress	✓	✓	✓	---	---	✓	✓	✓	✓	✓	✓	✓	---
5577		04 / 04 / 2026	Completed	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
5576		04 / 04 / 2026	In Progress	✓	✓	✓	---	04 / 04 / 2026	✓	✓	✓	✓	✓	✓	✓	---
5524		04 / 30 / 2026	In Progress	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	---
5424		03 / 28 / 2026	In Progress	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	---
5416		04 / 03 / 2026	In Progress	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	---
5357		03 / 31 / 2026	Completed	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

The newly automated checkout tool

A New Hub for Naval Excellence

A new Air Cushion Vehicle Depot Facility at NSWC Panama City Division is enhancing the readiness of the Navy's air cushion vehicle fleet. This 10,200-square-foot facility includes a high bay, machine shop, and various other workshops to support legacy and new Landing Craft Air Cushion -100 class craft. The permanent workstations are designed to increase the quality and efficiency of depot-level repairs. The project was a successful collaboration between multiple NSWC PCD divisions and the Naval Facilities Engineering Systems Command, ensuring the facility meets all operational, safety, IT, and security requirements.



A ribbon-cutting ceremony was held as the official party did the honors.

LOE: 1 2 3 4 5



Interior view of the Air Cushion Vehicle Depot Facility during the ceremony

Strategic Modernization of RDT&E Network and Server Infrastructure

The Information Technology Division has significantly modernized its Research, Development, Test and Evaluation network and server infrastructure to enhance critical digital and cyber capabilities. By upgrading equipment to the latest industry standards, the division has improved security, reduced network latency, and maintained compliance with Department of War standards. In response to growing demand, server capacity was expanded, providing more robust data processing, secure storage, and reliable connectivity for all departments. This strategic enhancement supports critical research and testing missions by enabling advanced virtual environments and fostering greater collaboration across the command.

LOE: 1 2 3 4 5



S DEPARTMENT

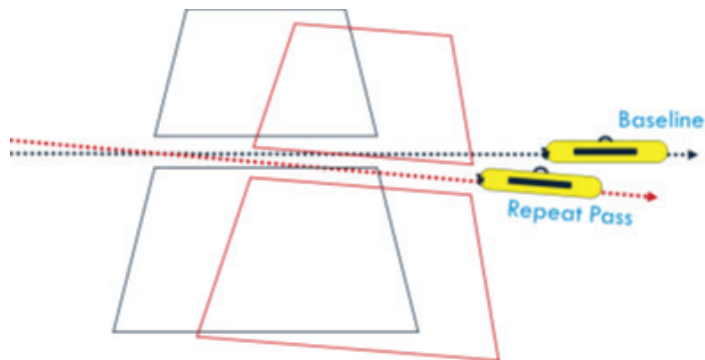
SUBSEA & SEABED WARFARE AND MARITIME OPERATIONS

Advancing Autonomous Undersea Warfare Through Onboard, Real-Time Image-based Seabed Change Detection

Seabed change detection is used to monitor the seafloor, especially in high-traffic areas, by comparing sonar surveys taken at different times. An advancement in this field integrates Automated Seabed Change Detection algorithms directly onto unmanned underwater vehicles (UUVs). The core of this advancement involves integrating Operational Repeat-Pass Change Analysis (ORCA) software with side-looking Synthetic Aperture Sonar hardware and onboard automation architecture, which enables on-vehicle processing.

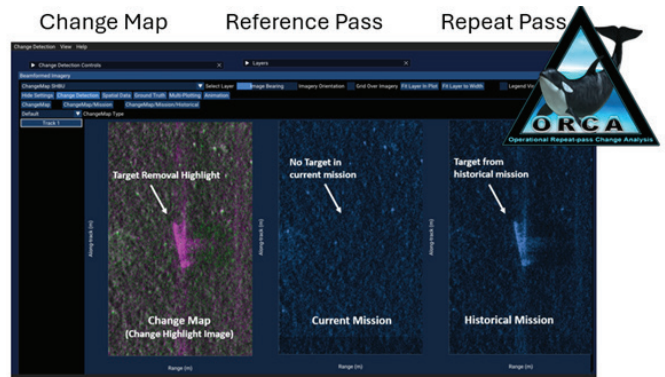
This allows the UUV to process sonar data and identify changes in real-time during its mission. By autonomously detecting new or removed objects, the system can immediately re-inspect anomalies. This “in-stride” processing significantly improves efficiency by eliminating the need for post-mission analysis and redeployment, enabling faster, more dynamic responses to changes on the seabed.

LOE: 1 2 3 4 5



Operational geometry relevant to UUV-sonar Automated Seabed Change Detection, showing UUV-sonar systems, navigation tracks, and image footprints.

Screenshot of ORCA PMA Displays and Tools. On the left, the Change Map shows an object removal highlight; in the middle, no object appears in the Current Mission; on the right, the object is visible in the Historical Mission image.



Coalition Under-Ice Reconnaissance Technologies

To enhance situational awareness in the increasingly important Arctic region, the NSWC PCD's Coalition Under-Ice Reconnaissance Technologies (CURT) project is driving innovation with data. The project focuses on developing robust under-ice navigation, mapping, and data exfiltration for Unmanned Underwater Vehicles (UUVs). By leveraging advanced sensing and autonomy technologies, the team

LOE: 1 2 3 4 5

successfully operated a UUV in the Arctic, using its onboard sonar system to collect data and map iceberg profiles. This capability provides critical data for safe navigation of Naval assets, ensuring mission success for future fleet operations in the challenging Arctic environment.



CURT Team Conducting Iceberg Mapping using the REMUS-100 UUV



Forging Warfighter Readiness Through Expert Development and Delivery of the MCM USV Training to the Fleet

Photos showing examples of a training environment.

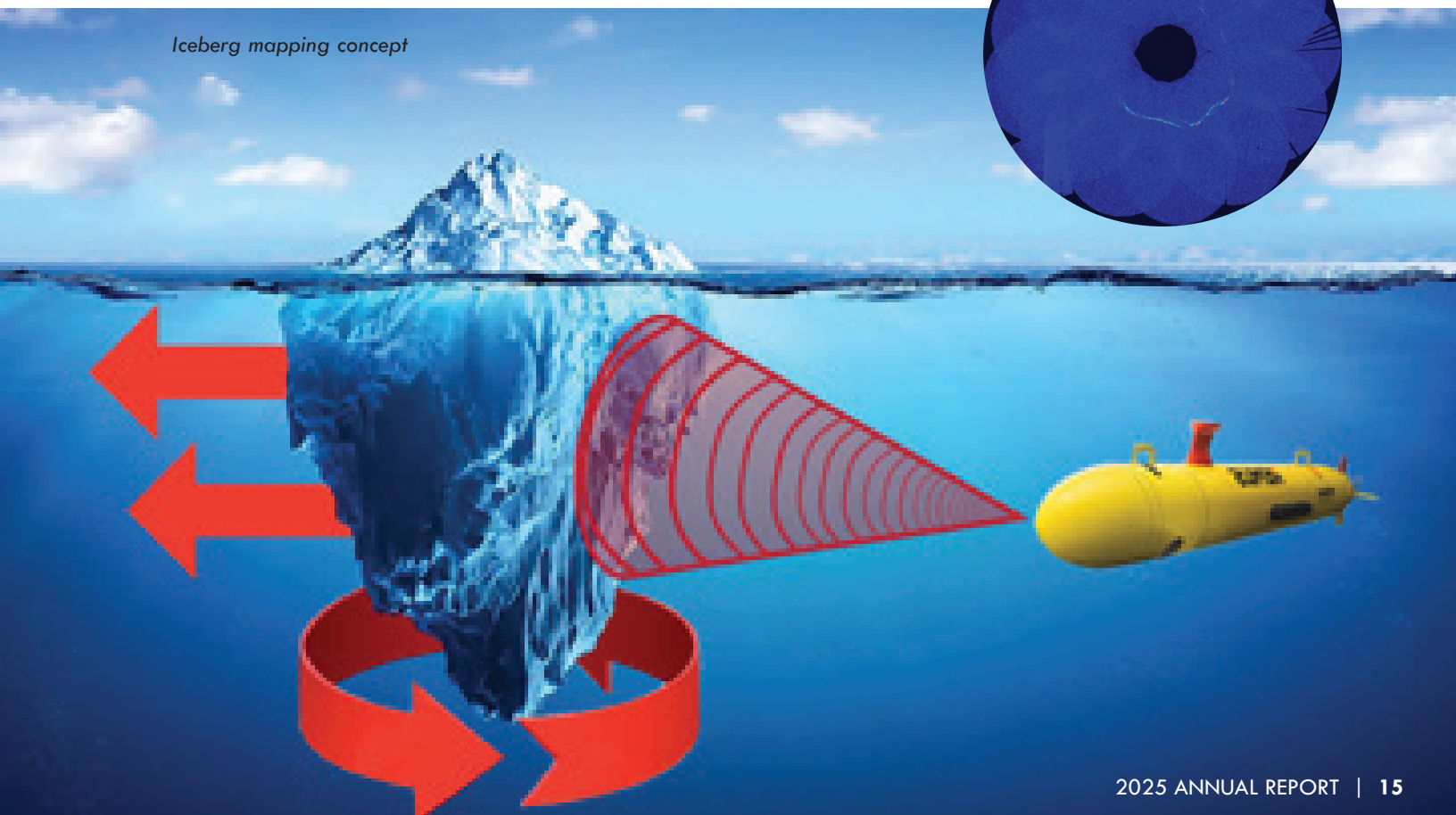
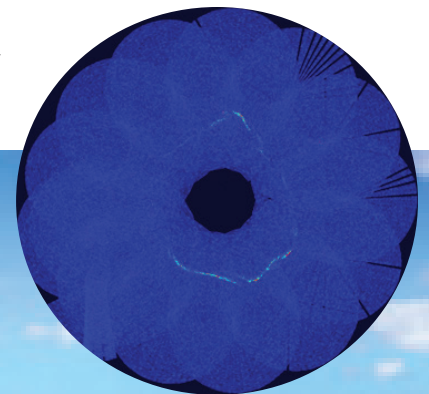
Supply Chain Management, Maintenance & Training Branch Mine Countermeasures (MCM) Unmanned Surface Vehicle (USV) Training Team sustained and modernized training resources to ensure fleet readiness. They maintained platform accuracy by updating technical manuals and managing logistical complexities to prevent training interruptions, which ensured a consistent flow of trained personnel. Modernization efforts included upgrading hardware and software for a virtual learning system and designing a new classroom for advanced post-mission analysis. By standardizing training

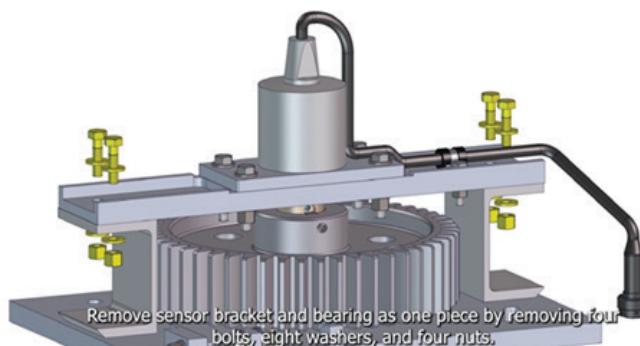
through workshops and refining course content, the team ensured that training for the critical MCM USV remained relevant and effective, directly supporting Naval Sea Systems Command's objectives to maintain, modernize, and sustain naval platforms.

LOE: 1 2 3 4 5

Iceberg Shape obtained using REMUS-100 UUV by Circumnavigating Iceberg at 4-meter depth

Iceberg mapping concept





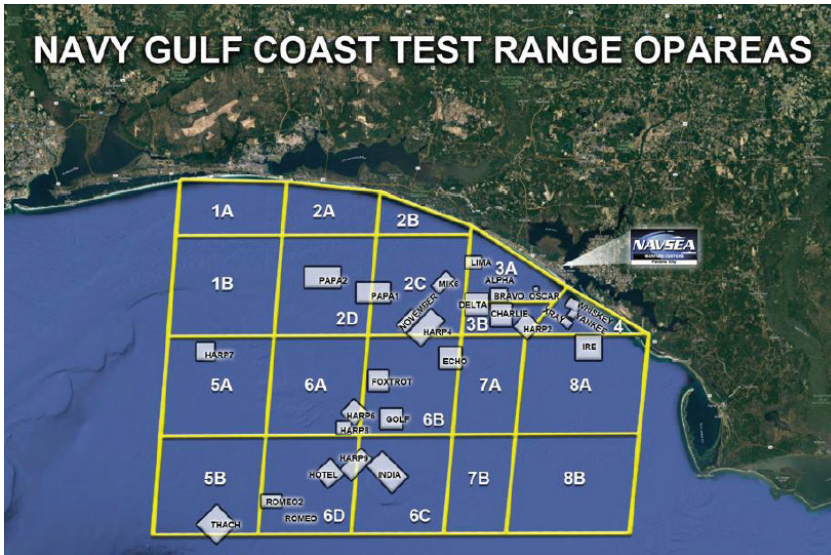
NSWC PCD'S Sailor Maintenance Animation Resource Training (Smart) Project: Enhancing Naval Readiness Through Virtual and Digital Augmentation.

The NSWC Panama City Division Sailor Maintenance Animation Resource Training (SMART) project enhances naval readiness using virtual and digital augmentation for the Landing Craft Air Cushion-100 Class. It provides a virtual training capability with 3D simulations and videos to improve maintenance procedures and reduce performance time. This initiative streamlines parts management, accelerates design changes, and boosts operational availability. SMART also implements a data-driven workflow to

speed up engineering revisions and enhances digital infrastructure, which improves access to training and overall workforce productivity, ultimately strengthening mission resiliency.

LOE: 1 2 3 4 5





Gulf Coast Test Range Growth of Mission Operations

The NSWC Panama City Division Gulf Coast Test Range had a record-breaking year, cementing its role as a premier naval testing hub. Achieving an unprecedented 1,845 offshore and 2,179 inshore mission days—a 290% increase since 2020—the range demonstrated its critical importance. This surge is due to the growing demand for its versatile support across key mission areas, including Mine Warfare, Littoral Warfare & Coastal Surveillance, Special Operations, Naval Diving & Life Support, and Amphibious Warfare, ensuring the Navy maintains its technological edge and mission readiness.

LOE: 1 2 3 4 5



Isea Boosts Fleet Readiness with Engineering Assist Visits, Calibration, And Failure Prevention

The In-Service Mines In-Service Engineering Activity (ISEA) team, responsible for the lifecycle support of the Navy's under-water mines, to include the Quickstrike family of aircraft-delivered mines and Submarine Launched Mobile Mine, had a banner year in 2025. They significantly enhanced fleet readiness by executing Engineering Assist Visits that revitalized critical equipment and enabled local units to sustain mines independently. Key achievements include modernizing calibration processes with new

Quickstrike-Extended Range Advances Towards Initial Capability with Successful Testing & Fleet Training

The Quickstrike Extended Range (QS-ER) team successfully completed crucial Safe Separation and Hazards of Electromagnetic Radiation to Ordnance (HERO) flight tests, moving the system closer to certification and operational use. As development nears completion, initial fleet training has started, qualifying operators on system assembly, maintenance, and use. These achievements advance the system toward its initial capability, preparing to deliver a vital standoff, precision aerial mining capability to the warfighter. Once fielded, QS-ER will align with U.S. Indo-Pacific Command's objectives for advanced maritime capabilities.

LOE: 1 2 3 4 5



adapters and proactively resolving MK 130 battery failures through improved procurement. These efforts led to measurable improvements in fleet self-sufficiency, operational efficiency, and overall system reliability, ensuring the warfighter is well-supported.

LOE: 1 2 3 4 5

A DEPARTMENT

MINE WARFARE AND UNMANNED OPERATIONS

MINE COUNTER MEASURE UNMANNED SURFACE VEHICLE: ON-TIME FLEET DELIVERY & ENHANCED CAPABILITIES

To support delivering ships and combat systems on time, ready for tasking, the Mine Counter Measure Unmanned Surface Vehicle (MCM USV) program completed acceptance testing, payload integration, and delivery of the first three Bollinger-built unmanned minehunting/minesweeping watercraft, marking production transition from Textron Systems to Bollinger Shipyard. Fiscal year 2025 was a pivotal year for the MCM USV project, marking the transition between developing and delivering both the MCM USV Minehunt and Mine Sweep capability to the Fleet.

MCM USV and AN/AQS-24 Towed Body during recent test event in the Gulf of America.



LOE:

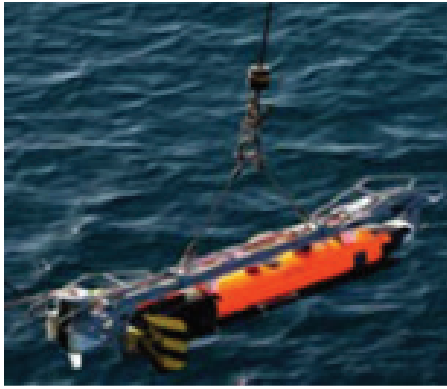
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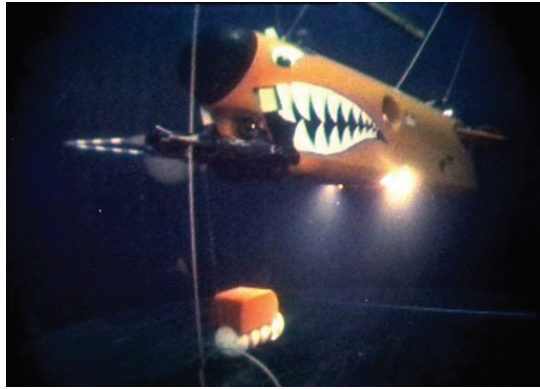
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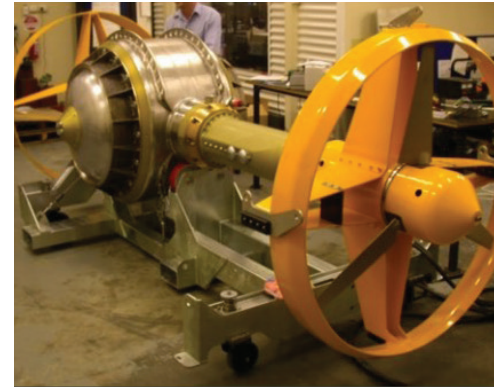
5



AN/ASQ-60 SEAFOX Surface Mine Neutralization System



AN/SLQ-48 Mine Neutralization System



SWEEPS System

SURFACE MINE COUNTERMEASURES COMBAT SYSTEMS FLEET SUSTAINMENT

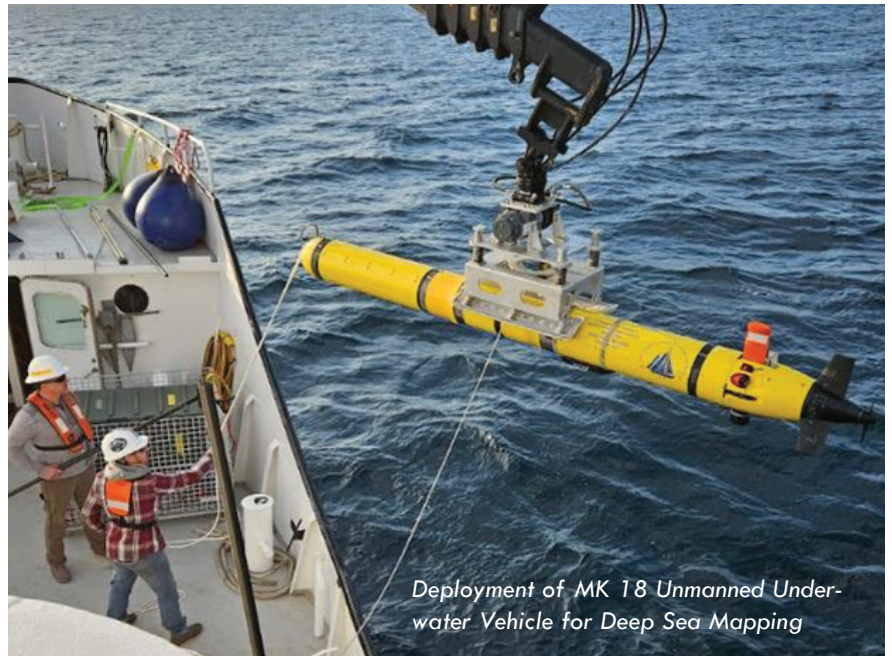
In fiscal year 2025, significant effort was dedicated to maintaining and modernizing the Surface Mine Countermeasures (SMCM) platforms for the MCM 1 class ships. To enhance operational readiness, teams provided crucial technical assistance and resolved numerous equipment casualties. Proactive support and repairs were conducted across key combat systems, including the AN/ASQ-60 Surface Mine Neu-

LOE: 1 2 3 4 5

tralization System, the AN/SLQ-48 Mine Neutralization System, SWEEPS systems, and minehunting sonar, simulator, and navigation platforms. This comprehensive approach not only fixed existing issues but also prevented many potential equipment failures, ensuring the fleet's sustained preparedness.

MK 18 UNMANNED UNDERWATER VEHICLES COLLECT HIGH RESOLUTION DEEP-SEA MAPPING DATA

In 2025, a partnership between NOAA and the Naval Surface Warfare Center Panama City Division (NSWC PCD) utilized new REMUS variant MK 18 Unmanned Underwater Vehicles (UUVs) for a comprehensive deep-sea mapping effort. NSWC PCD's expertise was pivotal in capturing over 41 terabytes of high-resolution data in real-time for immediate evaluation. This dataset will be analyzed using AI to automatically identify marine species and reef formations, directly supporting the creation of health and regeneration plans in the Gulf of America.



Deployment of MK 18 Unmanned Underwater Vehicle for Deep Sea Mapping

LOE: 1 2 3 4 5

2024 ANNUAL *Awards*

NSWC PANAMA CITY DIVISION



Individual Awards



Tristan Dickinson
BUSINESS EXCELLENCE



Darryl Updegrove
CAREER ACHIEVEMENT



Graham Hawkes
Noah Schulz
NEW EMPLOYEE EXCEPTIONAL
ACHIEVEMENT (TIE)



James Keith
OUTSTANDING INNOVATION



Lisa Tindell
HALL OF FAME AWARD

Brett Thach
EXEMPLARY LEADERSHIP

David Osgood
OUTSTANDING
FLEET SUPPORT

Anthony Simpson
DR. DAVID P. SKINNER OUTSTANDING
SCIENCE & ENGINEERING

Team Awards

COLLABORATION EXCELLENCE

SEA SNIPER PANAMA CITY TEST TEAM



Mackenzie Bastian,
Anthony Bush,
Andrew Harrington,
Kelly Williams, Paul Wray,
and Anthony Zarrillir

EXCELLENCE IN BUSINESS INNOVATION

CONTRACTOR TRACKING WORKING GROUP



Robert Abbott, Tiffany Ackerland,
Carisa Baker, Monica Beaver,
Rosalia Bellissima, Wynne Bischoff,
Linda Bland, Victoria Bottorf,
Curtis Bruce, Jr., Thanh Cai,
Justina Corby, Tina Curtis,
CDR Christopher Duncan,
Amanda Farris, Susan Lawson,
Emily Little, Frances Negron,
Gretchen Rivera, Ryan Walker,
and Brandon Winkler

EXCEPTIONAL TECHNICAL SUPPORT

AIR CUSHION VEHICLE - PROPULSION AND LIFT TEAM



Devin Paul
and Jason Wilson

OUTSTANDING ORGANIZATION SUPPORT

DEFERRED RESIGNATION PROGRAM EXECUTION TEAM



Larissa Allen, Stefanie Barron, Cecilie Belleville, Kenyatta Bennett, Linda Bland, Victoria Bottorf, Kelly Boyce, Donn Brown, Byron Diltz, Stacy Faison, Whitney Gillman, Eric Kosmoski, Jenica Lolley, Sally Mellen, Theresa Mormile, Corey Patterson, Gretchen Rivera, Jerry Sanlor, Jr., Samantha Snellen, and Rachel Thompson

OUTSTANDING PROGRAM SUCCESS

EXPEDITIONARY SEA BASE ACQUISITION & SUSTAINMENT TEAM



Richard Childress, Arnett Flowers, Curtis Gilbert, Mark Giles, Michael Overend, Danny Patterson, Evan Sarantos, and Matthew Weisensale

OUTSTANDING TEAM ACHIEVEMENT

AQS-24C/MINE COUNTERMEASURES UNMANNED SURFACE VESSEL DEMONSTRATION TEAM



Douglas Bancroft II, Jason Bennett, Peter Caron, Jeffrey Carter, Muhibus Chaudhury, Ryan Clepper, Ryan Close, Andrew Cole, Ray Forrester, Jr., Edward Gregg, Douglas Harlson III, Adam Logan, Katherine Lor, Richard McNaron II, Jason Niemczura, Peter Oakes, William Robertson, James Sovel, Brett Thach, and William Vandiver, Jr.

TECHNICAL EXCELLENCE

ROLLAWAY TEAM



Casey Brennan, Braylee Brown, Brandon Davis, Jonathan Davis, Sondra Fox, Wesley Gerow, Jeremy Greene, Robert Herman, Brandon Kruizenga, Joshua Loper, Andrew Nelson, and Andrew Schicho

Patents

LAUNCHER FOR UNMANNED AERIAL VEHICLES

*Timothy Grondin, Andrew Schicho,
Patrick Delay, and Halie Cameron*

FLEXIBLE AND COMPRESSION-RESISTANT THERMALLY-INSULATING COMPOSITE

Tye Langston and David Swedberg

SYSTEM AND METHOD FOR UNDERWATER SHOCK GENERATION

Cameron Matthews, Brian Wallace*,
April Hirsch, and Drew Lucas**

*INDUCTEES TO THE INVENTORS SOCIETY

